

National Commission on Teaching and America's Future

www.nctaf.org

Great Teachers for All Students

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State Partnerships

October 1, 2003

NCTAF

**“By 2006: Every Child Will
Have Competent, Caring,
Qualified Teachers in
Schools Organized for
Success.”**

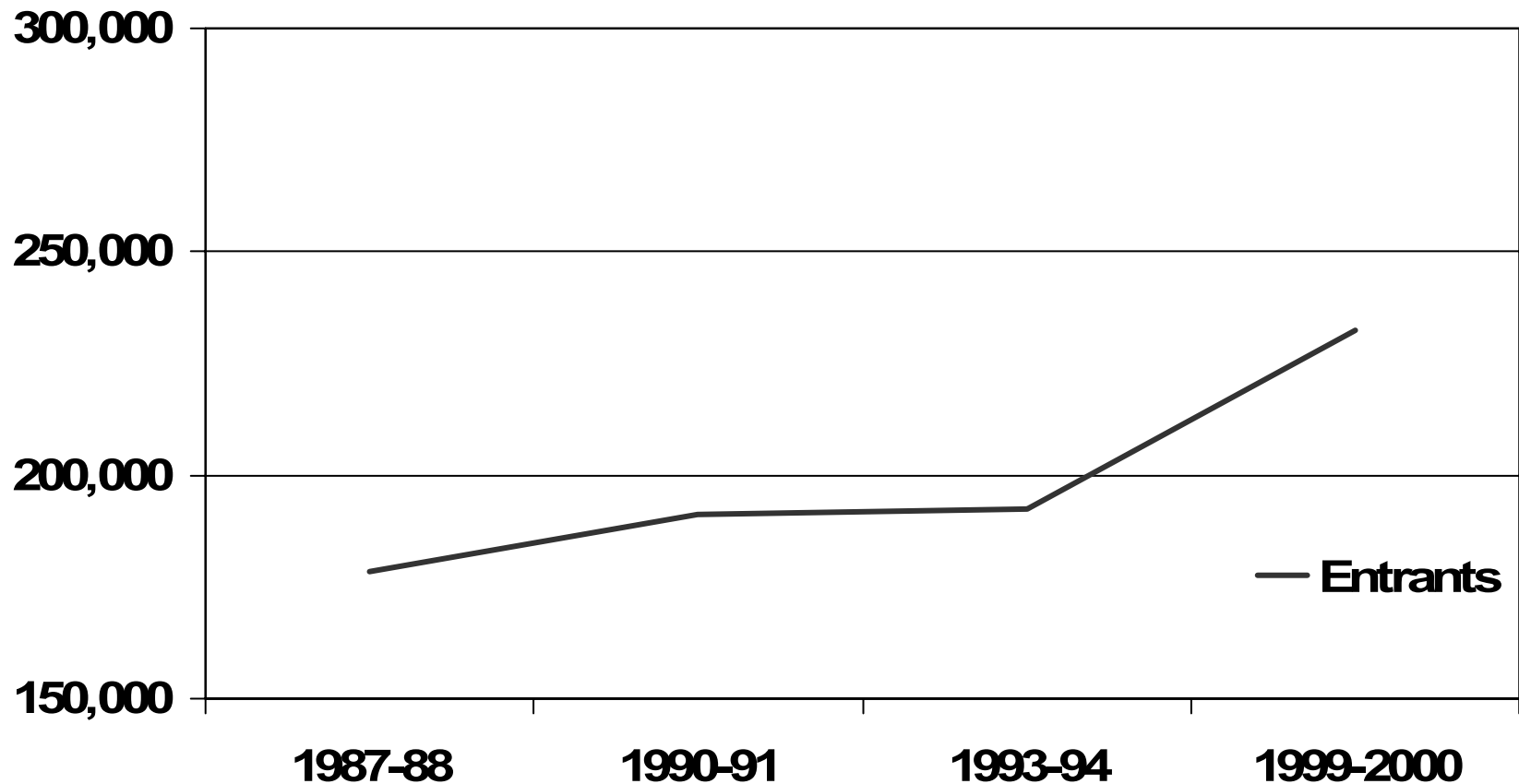
Building on a Strong Foundation

***What Matters Most: Teaching for America's Future* outlined 5 Priorities:**

1. Get serious about standards for students and teachers
2. Reinvent teacher prep and professional development
3. Fix teacher recruitment & put a qualified teacher in every classroom
4. Encourage & reward teacher knowledge and skill
5. Create schools organized for success

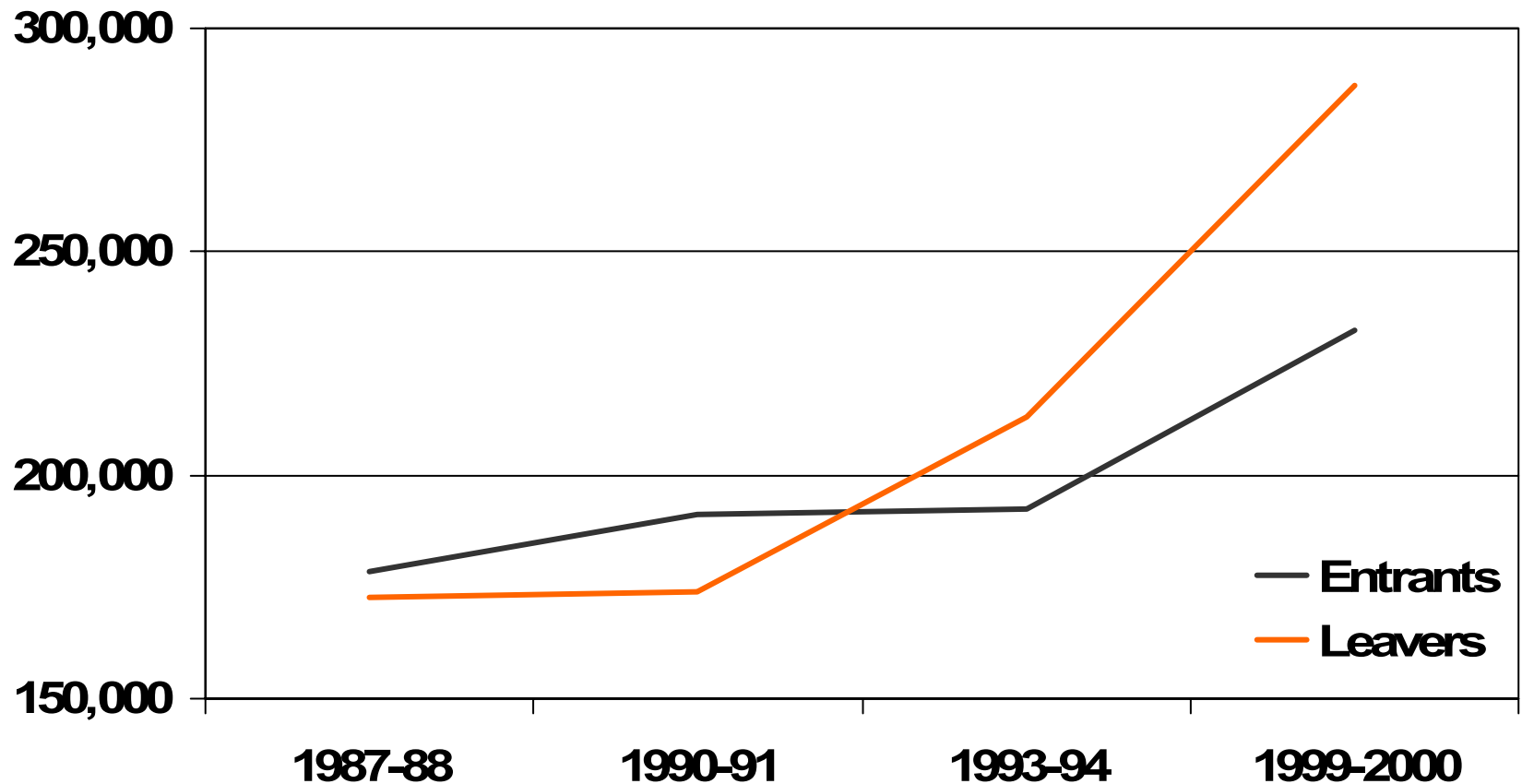
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Teacher Employment and Turnover 1987-2000



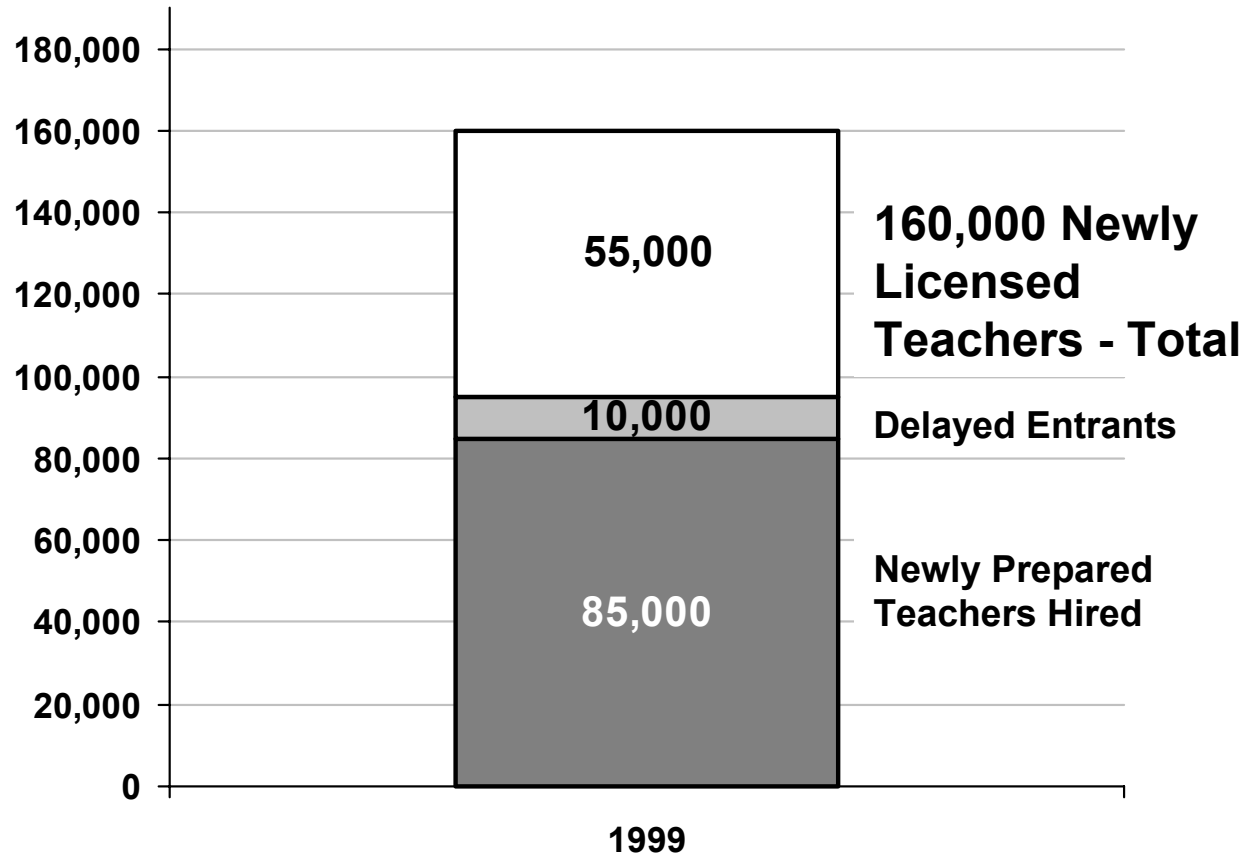
Source: Richard Ingersoll "Teacher Turnover and Teacher Shortages: An Organizational Analysis." *American Educational Research Journal*. 38 (Fall 2000): pp. 499-534.

Teacher Employment and Turnover 1987-2000

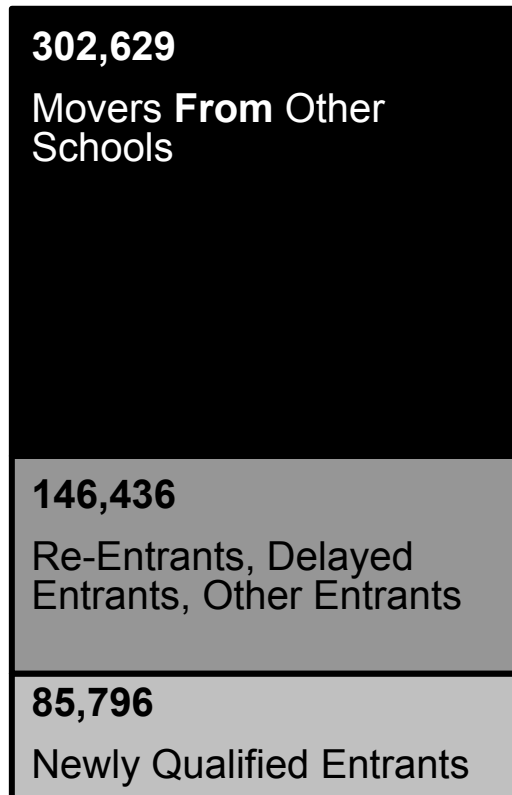


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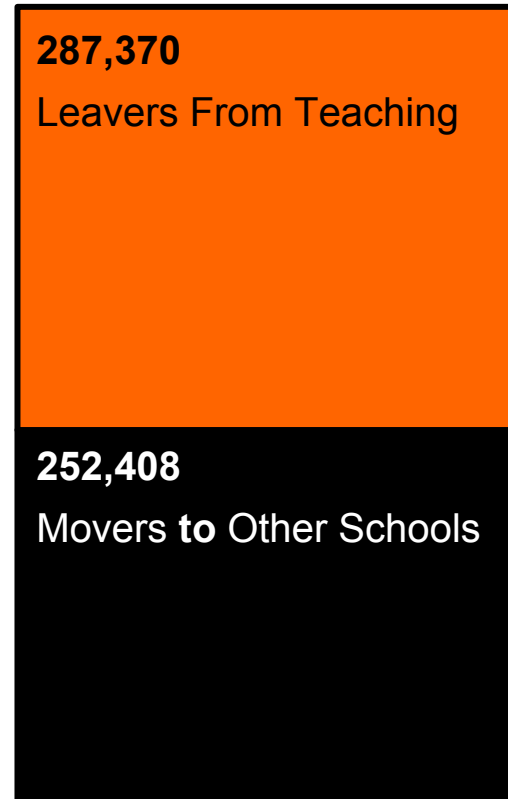
Less than 60% of Newly Licensed Teachers Are Hired



America's Schools Lose About the Same Number of Teachers as They Hire Each Year

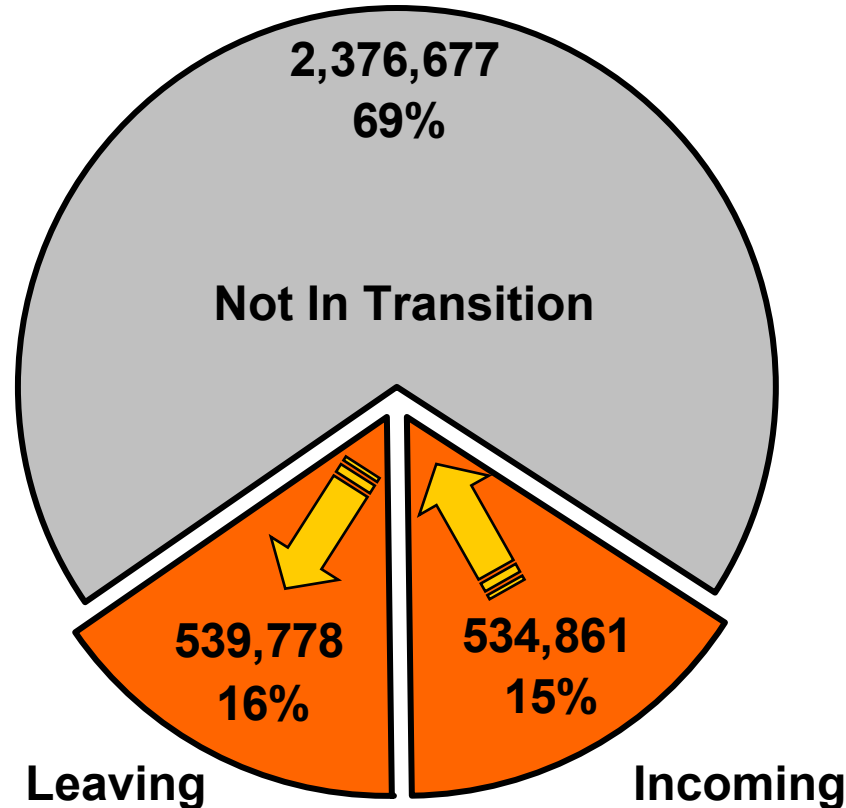


Total Hires (534,861)
1999-2000



Departures (539,778)
2000-01

Teacher Turnover: A Revolving Door



Total Teaching Force, 1999-2000: 3,451,316

We Have Reached a Tipping Point

Every child has a right to learn.

Every school must be organized for
Teaching and Learning Success.

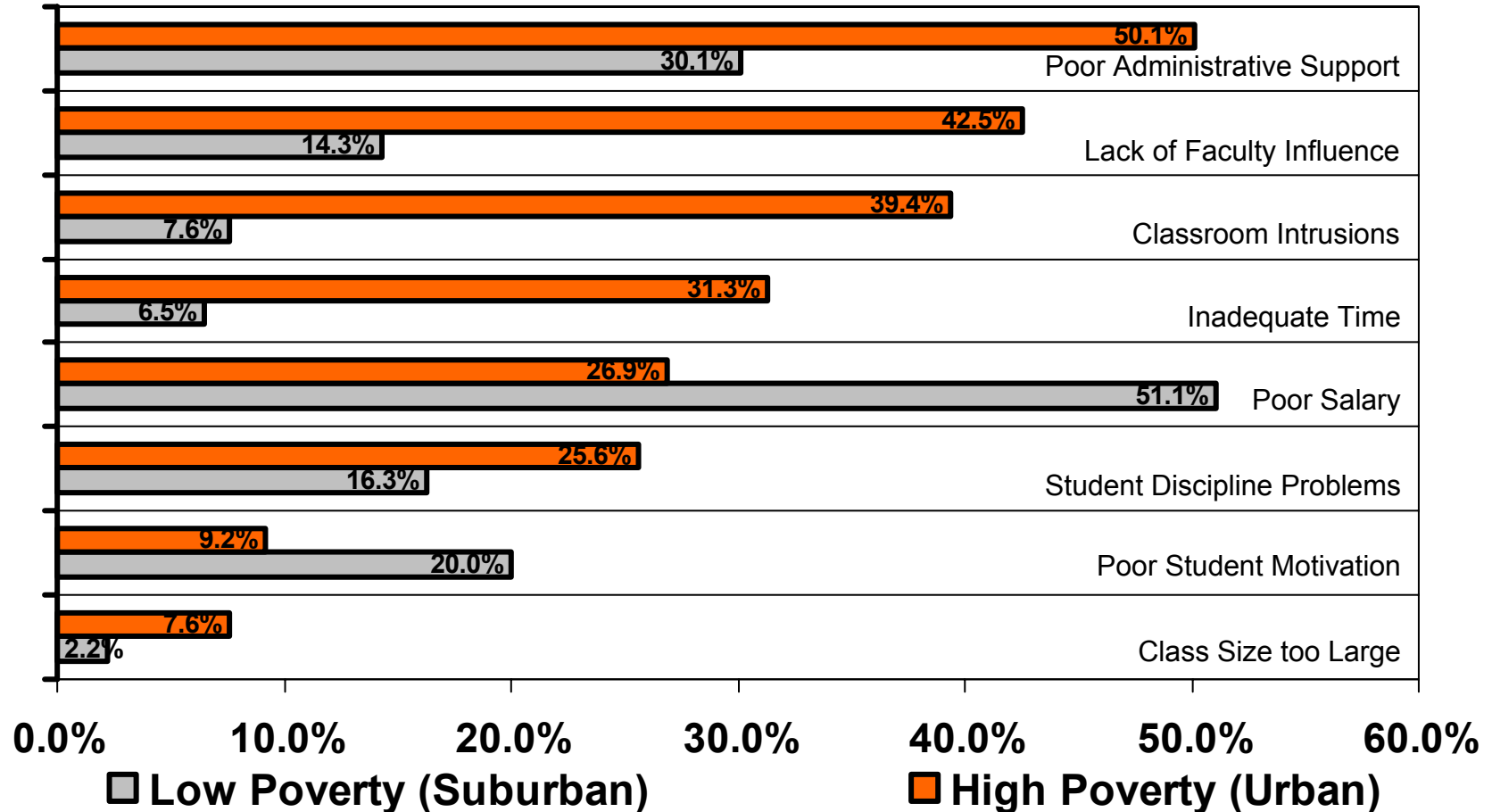
Students Want Redesigned Schools

- **Communication:** Strong Student Teacher Relationships
- **Connection:** Personalization -- Individualized Learning Needs
- **Caring:** Supportive, Safe Community
- **Contribution:** Students Participate in Content Development -- Community Service

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**We Know How
To Do This**

School Conditions Are the Largest Factors in Dissatisfaction-Related Teacher Turnover in Urban Schools

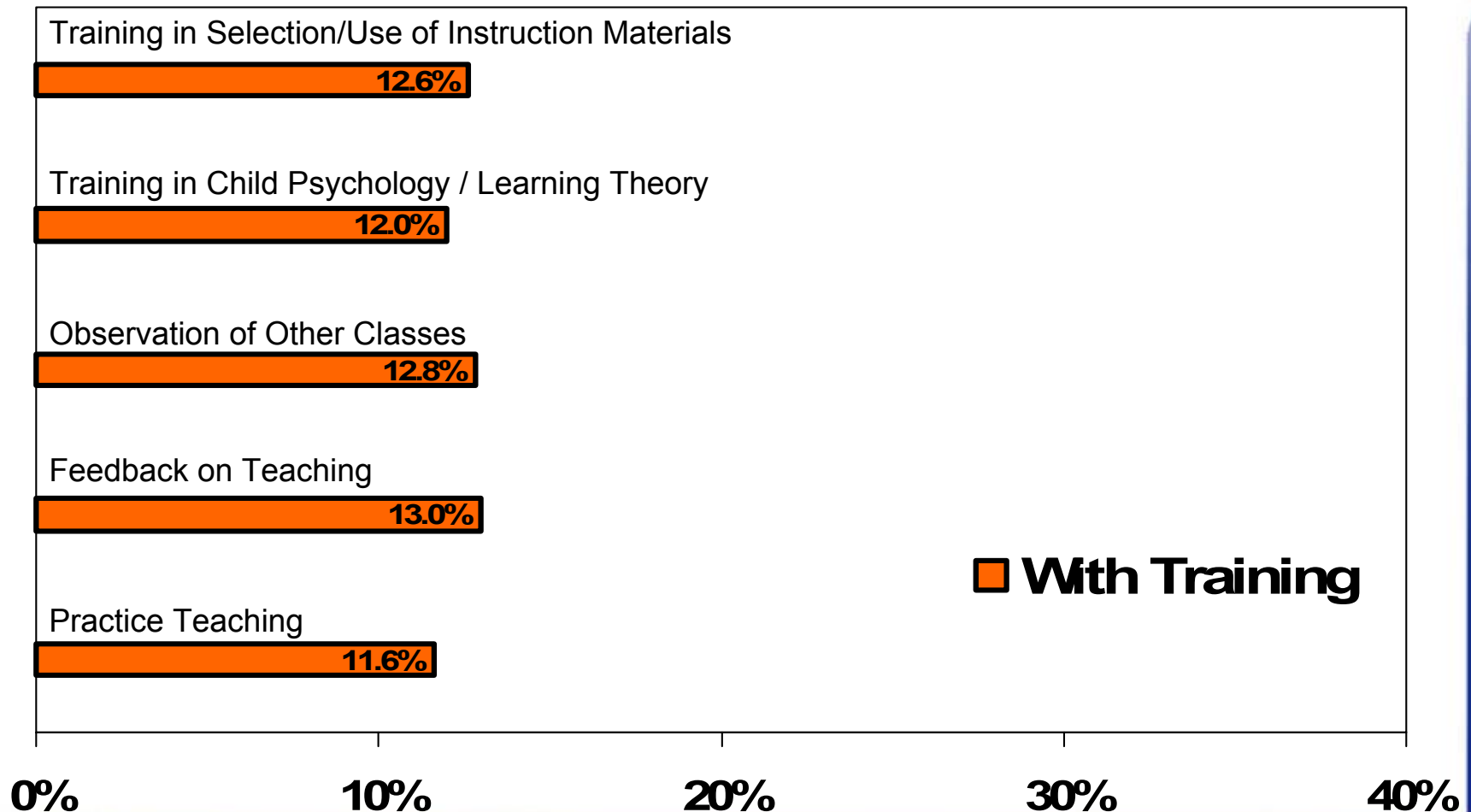


1

Start with Schools Where Quality Teaching Can Thrive

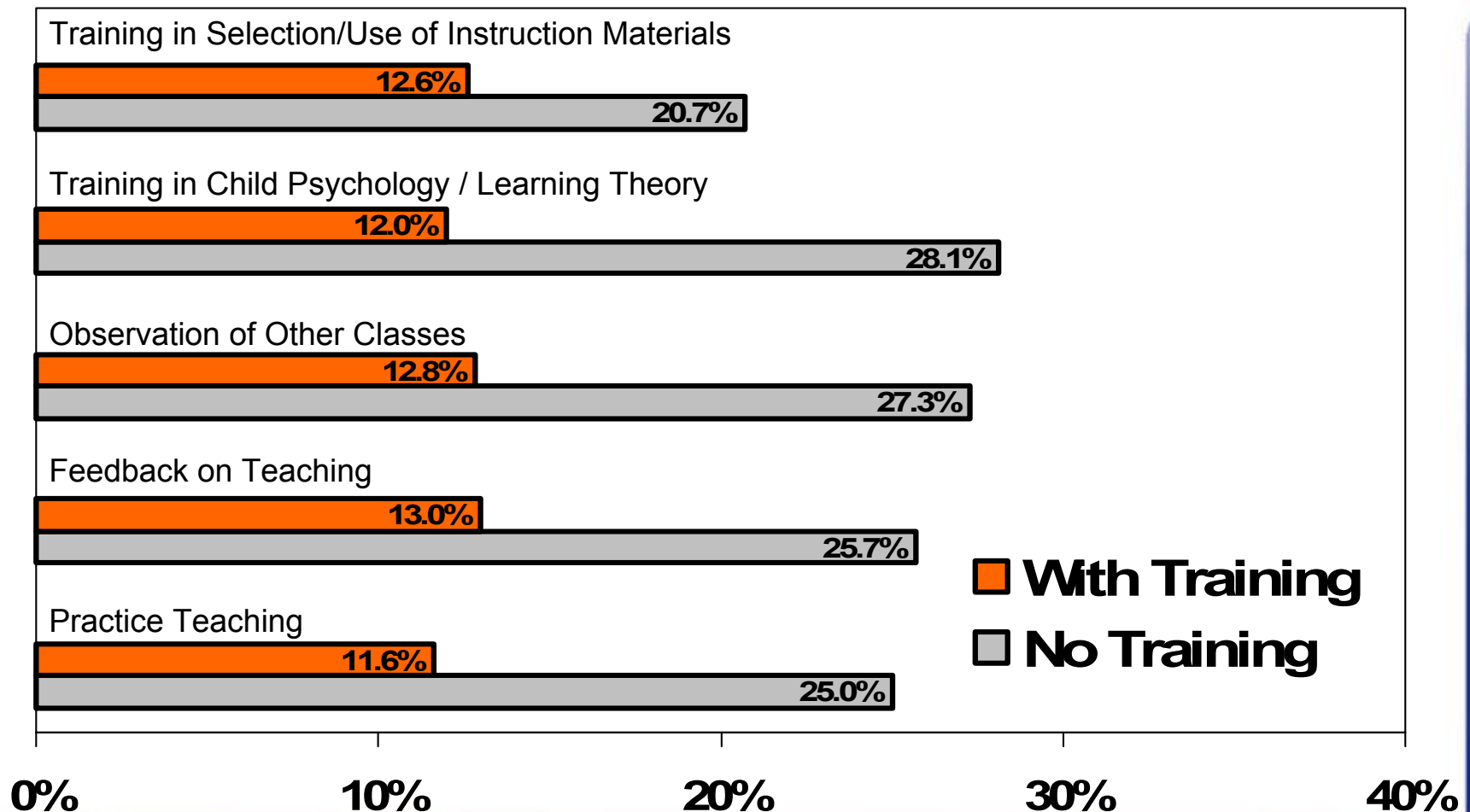
- The 5th NCTAF Priority gets a new emphasis: schools become learning organizations
- Based on what we know about learning
- Shared leadership
- Downsizing for smaller communities of support
- Using technology to support learning goals

2 Build on Quality Teacher Preparation



Source: Richard Ingersoll University of Pennsylvania, original analysis for NCTAF 2000-01 Teacher Follow-up Survey

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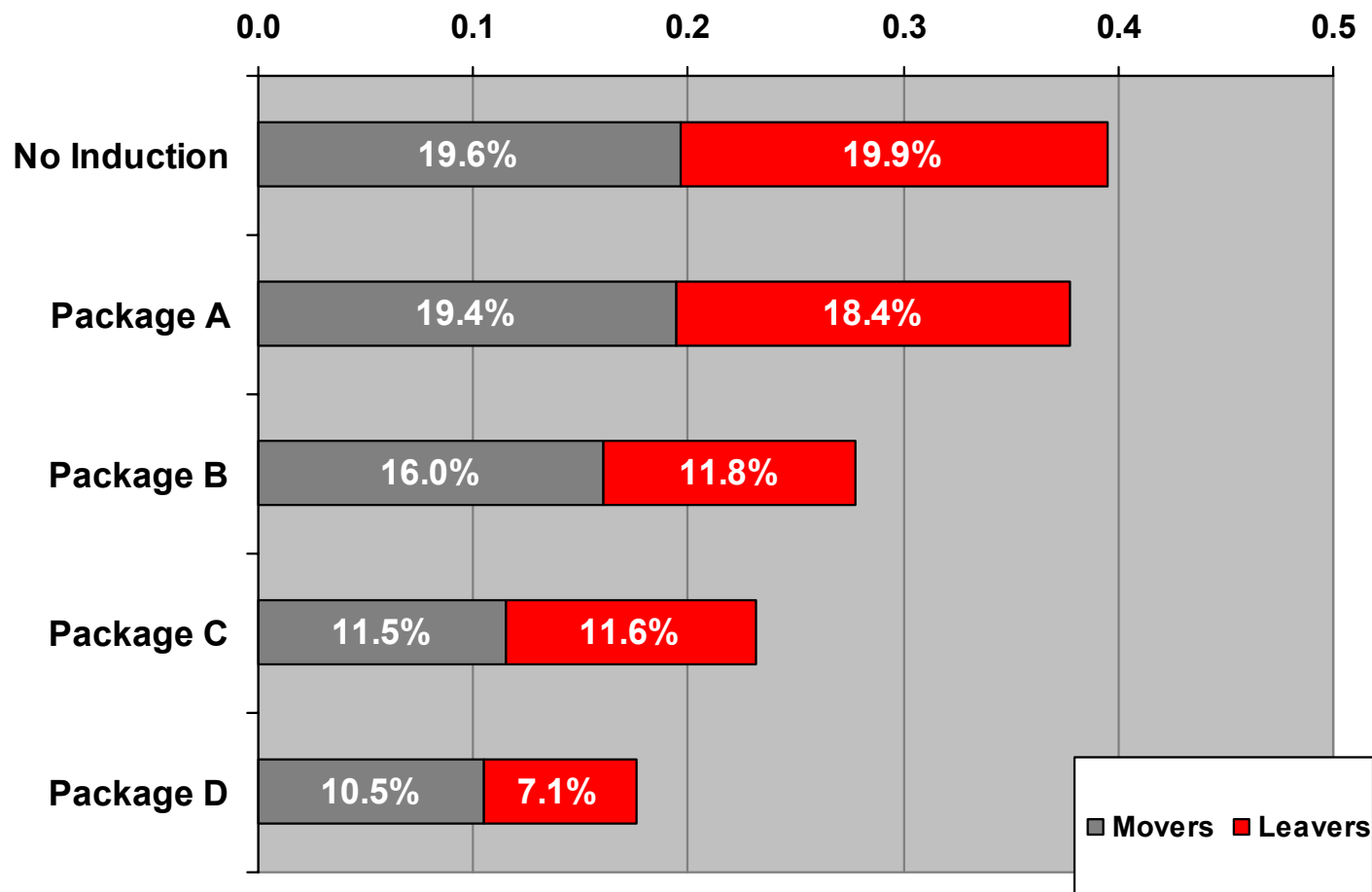
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3

Sustain Professionally Rewarding Careers

- Effective incentives and modern recruitment and hiring strategies
- Seamless entry with Mentored induction into teaching during the first three years
- Differentiated Staffing and rewards for accomplished teaching

Probability Of Turnover After The First Year Of Teaching By Various Induction Experience “Packages”



Use Modern Technology to Redesign Schools

- Connect students to rich learning opportunities
- Engage teachers in networked learning communities
- Individualize education with assessments to tailor learning to students needs

**“Never doubt the power
of a small group of
committed people to
change the world.**

**“Indeed, that has always
been the way the world
has changed”**

-Margaret Mead